

WAGE DETERMINATIONS

ATTACHMENT 1

NORWALK, CA
AND
SAN PEDRO, CA



WAGE DETERMINATION NO: 94-2047 REV (19) AREA: CA,LOS ANGELES/SANTA ANA

WAGE DETERMINATION NO: **94-2047** REV (19) AREA: CA,LOS ANGELES/SANTA ANA
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross Division of Wage Determination No.: 1994-2047
 Director Wage Determinations Revision No.: 19
 Date Of Last Revision: 01/31/2002

State: California

Area: California Counties of Los Angeles, Orange

OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be f
 Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.25
Accounting Clerk II	11.17
Accounting Clerk III	13.08
Accounting Clerk IV	14.97
Court Reporter	14.89
Dispatcher, Motor Vehicle	14.89
Document Preparation Clerk	12.27
Duplicating Machine Operator	12.27
Film/Tape Librarian	12.84
General Clerk I	8.07
General Clerk II	9.87
General Clerk III	12.14
General Clerk IV	13.86
Housing Referral Assistant	16.63
Key Entry Operator I	9.38
Key Entry Operator II	11.80
Messenger (Courier)	9.28
Order Clerk I	11.81
Order Clerk II	12.81
Personnel Assistant (Employment) I	12.45
Personnel Assistant (Employment) II	13.97
Personnel Assistant (Employment) III	18.12
Personnel Assistant (Employment) IV	21.77
Production Control Clerk	16.13
Rental Clerk	12.64
Scheduler, Maintenance	12.64
Secretary I	12.64
Secretary II	15.47
Secretary III	16.63
Secretary IV	19.43
Secretary V	23.16
Service Order Dispatcher	12.84
Stenographer I	12.33
Stenographer II	13.85
Supply Technician	19.44

Survey Worker (Interviewer)	14.66
Switchboard Operator-Receptionist	10.68
Test Examiner	15.47
Test Proctor	15.47
Travel Clerk I	10.18
Travel Clerk II	11.08
Travel Clerk III	11.83
Word Processor I	12.94
Word Processor II	13.79
Word Processor III	15.90
Automatic Data Processing Occupations	
Computer Data Librarian	12.71
Computer Operator I	12.71
Computer Operator II	14.68
Computer Operator III	17.75
Computer Operator IV	20.95
Computer Operator V	23.20
Computer Programmer I (1)	15.86
Computer Programmer II (1)	18.64
Computer Programmer III (1)	23.36
Computer Programmer IV (1)	27.44
Computer Systems Analyst I (1)	24.40
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.63
Peripheral Equipment Operator	13.67
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.28
Automotive Glass Installer	17.94
Automotive Worker	17.94
Electrician, Automotive	18.69
Mobile Equipment Servicer	16.15
Motor Equipment Metal Mechanic	19.45
Motor Equipment Metal Worker	17.94
Motor Vehicle Mechanic	19.16
Motor Vehicle Mechanic Helper	14.95
Motor Vehicle Upholstery Worker	17.19
Motor Vehicle Wrecker	17.94
Painter, Automotive	18.69
Radiator Repair Specialist	17.94
Tire Repairer	15.47
Transmission Repair Specialist	19.45
Food Preparation and Service Occupations	
Baker	11.95
Cook I	10.78
Cook II	11.95
Dishwasher	7.66
Food Service Worker	7.59
Meat Cutter	11.95
Waiter/Waitress	8.40
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.52
Furniture Handler	12.42
Furniture Refinisher	18.52
Furniture Refinisher Helper	14.82
Furniture Repairer, Minor	17.04
Upholsterer	18.52
General Services and Support Occupations	
Cleaner, Vehicles	7.96
Elevator Operator	8.60
Gardener	12.40
House Keeping Aid I	7.59
House Keeping Aid II	8.60
Janitor	8.60
Laborer, Grounds Maintenance	9.66
Maid or Houseman	7.59

Pest Controller	13.16
Refuse Collector	8.73
Tractor Operator	11.51
Window Cleaner	9.52
Health Occupations	
Dental Assistant	12.21
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.28
Licensed Practical Nurse I	12.95
Licensed Practical Nurse II	14.54
Licensed Practical Nurse III	16.26
Medical Assistant	11.55
Medical Laboratory Technician	11.87
Medical Record Clerk	11.87
Medical Record Technician	14.30
Nursing Assistant I	7.49
Nursing Assistant II	8.43
Nursing Assistant III	9.19
Nursing Assistant IV	10.32
Pharmacy Technician	12.87
Phlebotomist	10.32
Registered Nurse I	19.26
Registered Nurse II	24.58
Registered Nurse II, Specialist	24.58
Registered Nurse III	29.97
Registered Nurse III, Anesthetist	29.97
Registered Nurse IV	37.16
Information and Arts Occupations	
Audiovisual Librarian	18.98
Exhibits Specialist I	18.34
Exhibits Specialist II	22.72
Exhibits Specialist III	25.61
Illustrator I	18.34
Illustrator II	22.72
Illustrator III	25.61
Librarian	22.96
Library Technician	16.27
Photographer I	16.42
Photographer II	19.86
Photographer III	24.61
Photographer IV	27.74
Photographer V	33.56
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.52
Tool and Die Maker	23.95
Material Handling and Packing Occupations	
Forklift Operator	12.95
Fuel Distribution System Operator	16.01
Material Coordinator	16.34
Material Expediter	16.34
Material Handling Laborer	11.47
Order Filler	12.38
Production Line Worker (Food Processing)	14.22
Shipping Packer	11.12
Shipping/Receiving Clerk	11.12
Stock Clerk (Shelf Stocker; Store Worker II)	12.20
Store Worker I	9.38
Tools and Parts Attendant	14.35
Warehouse Specialist	14.22
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.28
Aircraft Mechanic Helper	14.82
Aircraft Quality Control Inspector	20.07
Aircraft Servicer	17.04
Aircraft Worker	17.78
Appliance Mechanic	18.52

Bicycle Repairer	15.47
Cable Splicer	21.36
Carpenter, Maintenance	19.36
Carpet Layer	17.78
Electrician, Maintenance	23.43
Electronics Technician, Maintenance I	16.80
Electronics Technician, Maintenance II	21.87
Electronics Technician, Maintenance III	25.51
Fabric Worker	17.04
Fire Alarm System Mechanic	19.28
Fire Extinguisher Repairer	16.01
Fuel Distribution System Mechanic	19.28
General Maintenance Worker	17.78
Heavy Equipment Mechanic	19.86
Heavy Equipment Operator	22.17
Instrument Mechanic	20.16
Laborer	8.73
Locksmith	18.52
Machinery Maintenance Mechanic	18.57
Machinist, Maintenance	20.17
Maintenance Trades Helper	14.82
Millwright	21.56
Office Appliance Repairer	18.52
Painter, Aircraft	18.52
Painter, Maintenance	18.52
Pipefitter, Maintenance	19.82
Plumber, Maintenance	19.04
Pneudraulic Systems Mechanic	19.28
Rigger	21.90
Scale Mechanic	17.78
Sheet-Metal Worker, Maintenance	19.28
Small Engine Mechanic	17.78
Telecommunication Mechanic I	19.28
Telecommunication Mechanic II	20.91
Telephone Lineman	19.28
Welder, Combination, Maintenance	19.28
Well Driller	19.28
Woodcraft Worker	19.28
Woodworker	16.01
Miscellaneous Occupations	
Animal Caretaker	9.21
Carnival Equipment Operator	10.01
Carnival Equipment Repairer	10.78
Carnival Worker	7.59
Cashier	9.73
Desk Clerk	12.65
Embalmer	17.49
Lifeguard	9.80
Mortician	17.63
Park Attendant (Aide)	12.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.27
Recreation Specialist	15.25
Recycling Worker	11.51
Sales Clerk	10.67
School Crossing Guard (Crosswalk Attendant)	7.59
Sport Official	9.80
Survey Party Chief (Chief of Party)	25.88
Surveying Aide	14.24
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	19.50
Swimming Pool Operator	13.74
Vending Machine Attendant	11.51
Vending Machine Repairer	13.74
Vending Machine Repairer Helper	11.51
Personal Needs Occupations	
Child Care Attendant	11.00

Child Care Center Clerk	13.72
Chore Aid	8.05
Homemaker	16.44
Plant and System Operation Occupations	
Boiler Tender	19.28
Sewage Plant Operator	21.30
Stationary Engineer	21.30
Ventilation Equipment Tender	17.08
Water Treatment Plant Operator	21.30
Protective Service Occupations	
Alarm Monitor	14.68
Corrections Officer	22.05
Court Security Officer	22.10
Detention Officer	22.10
Firefighter	22.15
Guard I	7.04
Guard II	14.68
Police Officer	27.07
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	17.07
Hatch Tender	17.07
Line Handler	17.07
Stevedore I	17.90
Stevedore II	19.48
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.68
Air Traffic Control Specialist, Station (2)	19.77
Air Traffic Control Specialist, Terminal (2)	21.78
Archeological Technician I	16.39
Archeological Technician II	18.34
Archeological Technician III	22.72
Cartographic Technician	26.13
Civil Engineering Technician	23.72
Computer Based Training (CBT) Specialist/ Instructor	21.22
Drafter I	15.54
Drafter II	17.43
Drafter III	21.09
Drafter IV	26.13
Engineering Technician I	12.62
Engineering Technician II	14.17
Engineering Technician III	16.64
Engineering Technician IV	20.24
Engineering Technician V	23.23
Engineering Technician VI	28.11
Environmental Technician	21.05
Flight Simulator/Instructor (Pilot)	25.81
Graphic Artist	21.22
Instructor	20.13
Laboratory Technician	15.60
Mathematical Technician	22.52
Paralegal/Legal Assistant I	15.06
Paralegal/Legal Assistant II	18.36
Paralegal/Legal Assistant III	22.46
Paralegal/Legal Assistant IV	27.20
Photooptics Technician	21.21
Technical Writer	23.15
Unexploded (UXO) Safety Escort	18.22
Unexploded (UXO) Sweep Personnel	18.22
Unexploded Ordnance (UXO) Technician I	18.22
Unexploded Ordnance (UXO) Technician II	22.05
Unexploded Ordnance (UXO) Technician III	26.43
Weather Observer, Combined Upper Air and Surface Programs (3)	15.60
Weather Observer, Senior (3)	17.34
Weather Observer, Upper Air (3)	15.60
Transportation/ Mobile Equipment Operation Occupations	

Bus Driver	15.41
Parking and Lot Attendant	6.56
Shuttle Bus Driver	10.11
Taxi Driver	8.69
Truckdriver, Heavy Truck	16.47
Truckdriver, Light Truck	10.11
Truckdriver, Medium Truck	15.41
Truckdriver, Tractor-Trailer	16.47

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitu any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work su screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. Al house activities involving propellants or explosives. Demilitarization, modificatio renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving regrading and cleaning of artillery A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard when working with, or in close proximity to ordnance, (or empl possibly adjacent to) explosives and incendiary materials which involves potential i such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adj work area or equipment being used. All operations involving, unloading, storage, an hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifica designated by the agency for ordnance, explosives, and incendiary material differenti

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (eith the terms of the Government contract, by the employer, by the state or local law, et the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor w accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequat number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsib of the employee, all contractors and subcontractors subject to this wage determinati shall (in the absence of a bona fide collective bargaining agreement providing for a

different amount, or the furnishing of contrary affirmative proof as to the actual cost to reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$6.70 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form (SF 1444))

Conformance Process:

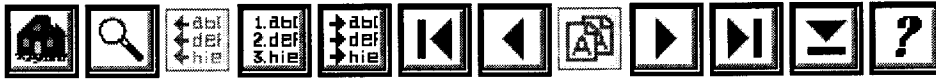
The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupational classification and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order (proposed occupational classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 10 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report to the agency, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

**MOFFETT, CA
AND
OZOL, CA**



WAGE DETERMINATION NO: 94-2051 REV (20) AREA: CA,OAKLAND

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WASHINGTON D.C. 20210

William W.Gross | Division of | Wage Determination No.: 1994-2051
Director | Wage Determinations | Revision No.: 20
Date Of Last Revision: 01/23/2002

State: **California**

Area: **California** Counties of Alameda, Contra Costa

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.74
Accounting Clerk II	13.04
Accounting Clerk III	15.55
Accounting Clerk IV	17.86
Court Reporter	17.57
Dispatcher, Motor Vehicle	16.62
Document Preparation Clerk	12.69
Duplicating Machine Operator	12.69
Film/Tape Librarian	11.12
General Clerk I	10.17
General Clerk II	11.43
General Clerk III	14.59
General Clerk IV	17.37
Housing Referral Assistant	21.12
Key Entry Operator I	10.83
Key Entry Operator II	12.55
Messenger (Courier)	10.91
Order Clerk I	13.15
Order Clerk II	14.63
Personnel Assistant (Employment) I	13.69
Personnel Assistant (Employment) II	16.07
Personnel Assistant (Employment) III	17.11
Personnel Assistant (Employment) IV	18.89
Production Control Clerk	17.58
Rental Clerk	15.26
Scheduler, Maintenance	15.26
Secretary I	15.26
Secretary II	17.58
Secretary III	21.12
Secretary IV	23.43
Secretary V	26.97
Service Order Dispatcher	13.83
Stenographer I	13.03
Stenographer II	14.60
Supply Technician	22.22
Survey Worker (Interviewer)	13.87
Switchboard Operator-Receptionist	11.96
Test Examiner	17.58
Test Proctor	17.58

Travel Clerk I	10.39
Travel Clerk II	11.31
Travel Clerk III	12.21
Word Processor I	13.50
Word Processor II	14.92
Word Processor III	17.74
Automatic Data Processing Occupations	
Computer Data Librarian	11.73
Computer Operator I	13.15
Computer Operator II	14.83
Computer Operator III	18.06
Computer Operator IV	19.30
Computer Operator V	21.39
Computer Programmer I (1)	17.26
Computer Programmer II (1)	21.38
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	25.00
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.79
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	21.51
Automotive Glass Installer	19.68
Automotive Worker	22.63
Electrician, Automotive	23.69
Mobile Equipment Servicer	20.61
Motor Equipment Metal Mechanic	24.74
Motor Equipment Metal Worker	22.63
Motor Vehicle Mechanic	24.75
Motor Vehicle Mechanic Helper	19.50
Motor Vehicle Upholstery Worker	21.62
Motor Vehicle Wrecker	22.63
Painter, Automotive	23.69
Radiator Repair Specialist	22.63
Tire Repairer	17.31
Transmission Repair Specialist	24.75
Food Preparation and Service Occupations	
Baker	15.08
Cook I	14.06
Cook II	15.47
Dishwasher	10.51
Food Service Worker	10.51
Meat Cutter	16.29
Waiter/Waitress	11.39
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	19.21
Furniture Handler	13.87
Furniture Refinisher	19.21
Furniture Refinisher Helper	15.83
Furniture Repairer, Minor	17.53
Upholsterer	19.21
General Services and Support Occupations	
Cleaner, Vehicles	10.51
Elevator Operator	12.08
Gardener	15.77
House Keeping Aid I	10.23
House Keeping Aid II	12.08
Janitor	12.08
Laborer, Grounds Maintenance	13.10
Maid or Houseman	10.23
Pest Controller	14.95
Refuse Collector	13.89
Tractor Operator	13.57
Window Cleaner	13.09

Health Occupations	
Dental Assistant	13.32
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.34
Licensed Practical Nurse I	16.35
Licensed Practical Nurse II	18.38
Licensed Practical Nurse III	19.76
Medical Assistant	12.71
Medical Laboratory Technician	14.62
Medical Record Clerk	12.71
Medical Record Technician	15.11
Nursing Assistant I	9.15
Nursing Assistant II	10.28
Nursing Assistant III	11.94
Nursing Assistant IV	13.13
Pharmacy Technician	14.06
Phlebotomist	12.33
Registered Nurse I	19.25
Registered Nurse II	30.09
Registered Nurse II, Specialist	30.09
Registered Nurse III	35.76
Registered Nurse III, Anesthetist	35.76
Registered Nurse IV	36.57
Information and Arts Occupations	
Audiovisual Librarian	19.23
Exhibits Specialist I	19.13
Exhibits Specialist II	22.96
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Illustrator II	22.96
Illustrator III	28.23
Librarian	25.47
Library Technician	13.65
Photographer I	17.78
Photographer II	19.13
Photographer III	22.96
Photographer IV	28.23
Photographer V	29.36
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.06
Counter Attendant	8.06
Dry Cleaner	10.78
Finisher, Flatwork, Machine	8.06
Presser, Hand	8.06
Presser, Machine, Drycleaning	8.06
Presser, Machine, Shirts	8.06
Presser, Machine, Wearing Apparel, Laundry	8.06
Sewing Machine Operator	11.75
Tailor	12.72
Washer, Machine	9.05
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	20.52
Tool and Die Maker	26.29
Material Handling and Packing Occupations	
Forklift Operator	17.25
Fuel Distribution System Operator	17.03
Material Coordinator	18.51
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Shipping/Receiving Clerk	14.47
Stock Clerk (Shelf Stocker; Store Worker II)	13.69
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Tools and Parts Attendant	15.72

Warehouse Specialist	15.98
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	20.06
Aircraft Mechanic Helper	15.83
Aircraft Quality Control Inspector	23.94
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Aircraft Worker	18.36
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Carpet Layer	18.36
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Fire Alarm System Mechanic	20.06
Fire Extinguisher Repairer	16.72
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Maintenance Trades Helper	15.83
Millwright	20.06
Office Appliance Repairer	22.09
Painter, Aircraft	19.21
Painter, Maintenance	19.21
Pipefitter, Maintenance	23.85
Plumber, Maintenance	23.85
Pneudraulic Systems Mechanic	20.06
Rigger	23.47
Scale Mechanic	18.36
Sheet-Metal Worker, Maintenance	20.06
Small Engine Mechanic	18.36
Telecommunication Mechanic I	20.06
Telecommunication Mechanic II	20.91
Telephone Lineman	20.06
Welder, Combination, Maintenance	20.06
Well Driller	23.06
Woodcraft Worker	20.70
Woodworker	16.72
Miscellaneous Occupations	
Animal Caretaker	12.08
Carnival Equipment Operator	13.57
Carnival Equipment Repairer	15.77
Carnival Worker	10.51
Cashier	7.50
Desk Clerk	8.60
Embalmer	19.42
Lifeguard	9.79
Mortician	19.42
Park Attendant (Aide)	10.34
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.19
Recreation Specialist	9.63
Recycling Worker	15.62
Sales Clerk	8.19
School Crossing Guard (Crosswalk Attendant)	10.51
Sport Official	9.79

Survey Party Chief (Chief of Party)	28.09
Surveying Aide	17.10
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	24.90
Swimming Pool Operator	15.52
Vending Machine Attendant	14.35
Vending Machine Repairer	16.65
Vending Machine Repairer Helper	14.35
Personal Needs Occupations	
Child Care Attendant	9.06
Child Care Center Clerk	11.11
Chore Aid	10.08
Homemaker	11.23
Plant and System Operation Occupations	
Boiler Tender	23.07
Sewage Plant Operator	25.40
Stationary Engineer	26.28
Ventilation Equipment Tender	15.83
Water Treatment Plant Operator	25.40
Protective Service Occupations	
Alarm Monitor	19.44
Corrections Officer	22.06
Court Security Officer	22.06
Detention Officer	22.06
Firefighter	22.55
Guard I	9.39
Guard II	18.79
Police Officer	29.44
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	20.46
Hatch Tender	18.28
Line Handler	18.28
Stevedore I	17.49
Stevedore II	19.14
Technical Occupations	
Air Traffic Control Specialist, Center (2)	29.33
Air Traffic Control Specialist, Station (2)	20.22
Air Traffic Control Specialist, Terminal (2)	22.27
Archeological Technician I	18.82
Archeological Technician II	21.06
Archeological Technician III	26.08
Cartographic Technician	26.40
Civil Engineering Technician	22.96
Computer Based Training (CBT) Specialist/ Instructor	23.20
Drafter I	18.51
Drafter II	20.78
Drafter III	22.94
Drafter IV	27.54
Engineering Technician I	11.55
Engineering Technician II	14.72
Engineering Technician III	18.46
Engineering Technician IV	22.81
Engineering Technician V	25.70
Engineering Technician VI	30.40
Environmental Technician	26.40
Flight Simulator/Instructor (Pilot)	26.49
Graphic Artist	21.74
Instructor	20.01
Laboratory Technician	18.42
Mathematical Technician	22.96
Paralegal/Legal Assistant I	15.77
Paralegal/Legal Assistant II	19.39
Paralegal/Legal Assistant III	23.65
Paralegal/Legal Assistant IV	28.69
Photooptics Technician	22.96
Technical Writer	28.04

Unexploded (UXO) Safety Escort	18.64
Unexploded (UXO) Sweep Personnel	18.64
Unexploded Ordnance (UXO) Technician I	18.64
Unexploded Ordnance (UXO) Technician II	22.55
Unexploded Ordnance (UXO) Technician III	27.03
Weather Observer, Combined Upper Air and Surface Programs (3)	16.64
Weather Observer, Senior (3)	18.49
Weather Observer, Upper Air (3)	16.64
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	16.26
Parking and Lot Attendant	9.59
Shuttle Bus Driver	12.79
Taxi Driver	11.31
Truckdriver, Heavy Truck	17.24
Truckdriver, Light Truck	12.79
Truckdriver, Medium Truck	16.26
Truckdriver, Tractor-Trailer	17.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of includes the whole span of continuous service with the present contractor or success wherever employed, and with the predecessor contractors in the performance of simila at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitu any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work su screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. Al house activities involving propellants or explosives. Demilitarization, modificatio renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving regrading and cleaning of artillery A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard when working with, or in close proximity to ordnance, (or empl possibly adjacent to) explosives and incendiary materials which involves potential i such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adj work area or equipment being used. All operations involving, unloading, storage, an hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifica designated by the agency for ordnance, explosives, and incendiary material differenti

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (eith the terms of the Government contract, by the employer, by the state or local law, et

the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupational classification and computes a proposed wage rate).
- 2) After contract award, the contractor prepares a written report listing in order of priority (contract classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 10 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report to the agency, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required

are not performed by a classification already listed in the wage determination. Rem
it is not the job title, but the required tasks that determine whether a class is in
in an established wage determination. Conformances may not be used to artificially
combine, or subdivide classifications listed in the wage determination.
&&&&&&&&&



SAN DIEGO, CA


WAGE DETERMINATION NO: 94-2058 REV (22) AREA: CA,SAN DIEGO

WAGE DETERMINATION NO: 94 -2058 REV (22) AREA: CA,SAN **DIEGO** REGISTER OF WAGE DETERMINA
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WASHINGTON D.C. 20210

William W.Gross
 Director

Division of
 Wage Determinations

Wage Determination No.: 1994 -2058
 Revision No.: 22
 Date Of Last Revision: 08/13/2001

State: **California**

Area: **California** Counties of Imperial, **San Diego**

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occup ations	
Accounting Clerk I	10.27
Accounting Clerk II	11.20
Accounting Clerk III	13.08
Accounting Clerk IV	16.26
Court Reporter	15.05
Dispatcher, Motor Vehicle	13.88
Document Preparation Clerk	10.59
Duplicating Machine Operator	10.59
Film/Tape Librarian	12.74
General Clerk I	7.56
General Clerk II	8.49
General Clerk III	11.15
General Clerk IV	13.40
Housing Referral Assistant	17.26
Key Entry Operator I	9.96
Key Entry Operator II	11.30
Messenger (Courier)	8.97
Order Clerk I	10.93
Order Clerk II	13.63
Personnel Assistant (Employment) I	12.09
Personnel Assistant (Employment) II	14.09
Personnel Assistant (Employment) III	15.53
Personnel Assistant (Employment) IV	18.16
Production Control Clerk	15.36
Rental Clerk	11.91
Scheduler, Maintenance	11.91
Secretary I	11.91
Secretary II	13.18
Secretary III	17.26
Secretary IV	19.52
Secretary V	23.06
Service Order Dispatcher	12.74
Stenographer I	11.52
Stenographer II	12.95
Supply Technician	19.52
Survey Worker (Interviewer)	13.05

Switchboard Operator -Receptionist	10.57
Test Examiner	13.18
Test Proctor	13.18
Travel Clerk I	9.33
Travel Clerk II	10.20
Travel Clerk III	11.20
Word Processor I	11.71
Word Processor II	14.40
Word Processor III	17.55
Automatic Data Processing Occupations	
Computer Data Librarian	10.70
Computer Operator I	11.46
Computer Operator II	12.83
Computer Operator III	15.39
Computer Operator IV	18.54
Computer Operator V	20.52
Computer Programmer I (1)	16.26
Computer Programmer II (1)	20.15
Computer Programmer III (1)	26.33
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	24.83
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.53
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.76
Automotive Glass Installer	17.45
Automotive Worker	17.45
Electrician, Automotive	18.13
Mobile Equipment Servicer	16.06
Motor Equipment Metal Mechanic	18.76
Motor Equipment Metal Worker	17.45
Motor Vehicle Mechanic	18.43
Motor Vehicle Mechanic Helper	15.06
Motor Vehicle Upholstery Worker	16.81
Motor Vehicle Wrecker	17.45
Painter, Automotive	18.13
Radiator Repair Specialist	17.45
Tire Repairer	15.52
Transmission Repair Specialist	18.76
Food Preparation and Service Occupations	
Baker	12.00
Cook I	11.04
Cook II	12.00
Dishwasher	8.28
Food Service Worker	8.28
Meat Cutter	12.97
Waiter/Waitress	8.96
Furniture Maintenance and Repair Occupati ons	
Electrostatic Spray Painter	18.13
Furniture Handler	13.02
Furniture Refinisher	18.13
Furniture Refinisher Helper	15.06
Furniture Repairer, Minor	16.81
Upholsterer	18.13
General Services and Support Occupations	
Cleaner, Vehicles	9.52
Elevator Operator	8.28
Gardener	11.04
House Keeping Aid I	7.59

House Keeping Aid II	8.38
Janitor	8.38
Laborer, Grounds Maintenance	8.96
Maid or Houseman	7.58
Pest Controller	11.56
Refuse Collector	9.52
Tractor Operator	10.36
Window Cleaner	9.08
Health Occupations	
Dental Assistant	13.28
Emergency Medical Technician (EMT)/Para medic/Ambulance Driver	11.15
Licensed Practical Nurse I	11.25
Licensed Practical Nurse II	12.63
Licensed Practical Nurse III	14.15
Medical Assistant	9.75
Medical Laboratory Technician	12.54
Medical Record Clerk	12.63
Medical Record Technician	13.25
Nursing Assistant I	7.65
Nursing Assistant II	8.66
Nursing Assistant III	9.38
Nursing Assistant IV	10.55
Pharmacy Technician	12.01
Phlebotomist	11.89
Registered Nurse I	21.00
Registered Nurse II	24.74
Registered Nurse II, Specialist	24.74
Registered Nurse III	29.39
Registered Nurse III, Anesthetist	29.39
Registered Nurse IV	35.22
Information and Arts Occupations	
Audiovisual Librarian	19.52
Exhibits Specialist I	16.76
Exhibits Specialist II	19.53
Exhibits Specialist III	23.89
Illustrator I	16.83
Illustrator II	19.60
Illustrator III	23.99
Librarian	23.06
Library Technician	13.14
Photographer I	13.02
Photographer II	16.76
Photographer III	19.53
Photographer IV	23.89
Photographer V	28.91
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.88
Counter Attendant	6.88
Dry Cleaner	8.51
Finisher, Flatwork, Machine	6.88
Presser, Hand	6.88
Presser, Machine, Drycleaning	6.88
Presser, Machine, Shirts	6.88
Presser, Machine, Wearing Apparel, Laundry	6.88
Sewing Machine Operator	9.06
Tailor	10.10
Washer, Machine	7.30
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.13
Tool and Die Maker	22.25

Material Handling and Packing Occupations

Forklift Operator	13.28
Fuel Distribution System Operator	16.06
Material Coordinator	12.82
Material Expediter	12.82
Material Handling Laborer	9.82
Order Filler	10.08
Production Line Worker (Food Processing)	11.50
Shipping Packer	10.78
Shipping/Receiving Clerk	10.78
Stock Clerk (Shelf Stocker; Store Worker II)	11.90
Store Worker I	9.45
Tools and Parts Attendant	11.77
Warehouse Specialist	11.77

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	18.76
Aircraft Mechanic Helper	15.06
Aircraft Quality Control Inspector	21.25
Aircraft Servicer	16.81
Aircraft Worker	17.45
Appliance Mechanic	18.13
Bicycle Repairer	15.52
Cable Splicer	21.57
Carpenter, Maintenance	18.13
Carpet Layer	17.45
Electrician, Maintenance	19.95
Electronics Technician, Maintenance I	11.76
Electronics Technician, Maintenance II	18.80
Electronics Technician, Maintenance III	22.52
Fabric Worker	16.81
Fire Alarm System Mechanic	18.76
Fire Extinguisher Repairer	16.06
Fuel Distribution System Mechanic	18.76
General Maintenance Worker	17.45
Heating, Refrigeration and Air Conditioning Mechanic	18.76
Heavy Equipment Mechanic	20.37
Heavy Equipment Operator	22.87
Instrument Mechanic	19.30
Laborer	10.95
Locksmith	18.13
Machinery Maintenance Mechanic	22.42
Machinist, Maintenance	18.96
Maintenance Trades Helper	15.06
Millwright	20.04
Office Appliance Repairer	18.13
Painter, Aircraft	18.13
Painter, Maintenance	18.13
Pipefitter, Maintenance	18.76
Plumber, Maintenance	18.13
Pneumatic Systems Mechanic	18.76
Rigger	18.76
Scale Mechanic	17.45
Sheet-Metal Worker, Maintenance	18.76
Small Engine Mechanic	17.45
Telecommunication Mechanic I	18.76
Telecommunication Mechanic II	21.75
Telephone Lineman	18.76
Welder, Combination, Maintenance	18.76
Well Driller	19.74
Woodcraft Worker	18.76

Woodworker	16.06
Miscellaneous Occupations	
Animal Caretaker	9.66
Carnival Equipment Operator	11.56
Carnival Equipment Repairer	12.32
Carnival Worker	8.28
Cashier	9.99
Desk Clerk	10.06
Embalmer	19.62
Lifeguard	9.32
Mortician	19.62
Park Attendant (Aide)	11.71
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.63
Recreation Specialist	13.95
Recycling Worker	11.95
Sales Clerk	9.58
School Crossing Guard (Crosswalk Attendant)	8.28
Sport Official	9.20
Survey Party Chief (Chief of Party)	21.91
Surveying Aide	14.31
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	19.92
Swimming Pool Operator	12.00
Vending Machine Attendant	11.31
Vending Machine Repairer	13.09
Vending Machine Repairer Helper	10.92
Personal Needs Occupations	
Child Care Attendant	8.07
Child Care Center Clerk	11.26
Chore Aid	9.19
Homemaker	14.12
Plant and System Operation Occupations	
Boiler Tender	18.76
Sewage Plant Operator	19.63
Stationary Engineer	20.31
Ventilation Equipment Tender	15.06
Water Treatment Plant Operator	19.63
Protective Service Occupations	
Alarm Monitor	16.41
Corrections Officer	19.09
Court Security Officer	21.07
Detention Officer	21.07
Firefighter	18.83
Guard I	8.43
Guard II	16.10
Police Officer	23.30
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.33
Hatch Tender	13.33
Line Handler	13.33
Stevedore I	14.76
Stevedore II	16.52
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.91
Air Traffic Control Specialist, Station (2)	19.25
Air Traffic Control Specialist, Terminal (2)	21.19
Archeological Technician I	15.61
Archeological Technician II	17.46
Archeological Technician III	21.64
Cartographic Technician	22.77
Civil Engineering Technician	22.87

Computer Based Training (CBT) Specialist/ Instructor	21.59
Drafter I	12.13
Drafter II	13.62
Drafter III	17.52
Drafter IV	20.42
Engineering Technician I	13.88
Engineering Technician II	15.58
Engineering Technician III	18.76
Engineering Technician IV	22.85
Engineering Technician V	27.83
Engineering Technician VI	33.69
Environmental Technician	18.18
Flight Simulator/Instructor (Pilot)	26.51
Graphic Artist	20.28
Instructor	21.59
Laboratory Technician	15.10
Mathematical Technician	19.44
Paralegal/Legal Assistant I	17.86
Paralegal/Legal Assistant II	22.39
Paralegal/Legal Assistant III	27.39
Paralegal/Legal Assistant IV	33.13
Photooptics Technician	19.93
Technical Writer	25.34
Unexploded (UXO) Safety Escort	18.33
Unexploded (UXO) Sweep Personnel	18.33
Unexploded Ordnance (UXO) Technician I	18.33
Unexploded Ordnance (UXO) Technician II	22.17
Unexploded Ordnance (UXO) Technician II I	26.58
Weather Observer, Combined Upper Air and Surface Programs (3)	15.82
Weather Observer, Senior (3)	17.56
Weather Observer, Upper Air (3)	15.82
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.05
Parking and Lot Attendant	6.91
Shuttle Bus Driver	9.61
Taxi Driver	7.85
Truckdriver, Heavy Truck	14.33
Truckdriver, Light Truck	9.61
Truckdriver, Medium Truck	13.41
Truckdriver, Tractor -Trailer	14.33

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan, civic and personal leave, severance pay, and savings and thrift plans. Minimum employee contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole of continuous service with the present contractor or successor, wherever employed, at the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Constitution Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employed possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contract officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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